

Larkin Federal - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws* (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Family and Medical Leave Act (FMLA)	Runs concurrently with applicable state leave and pay laws	Leave	50 or more employees (US) in a 75-mile radius	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave	Yes	Yes	12 weeks Medical (including pregnancy disability), family care, parental bonding (inc foster/adoption), and military exigency leave 26 weeks Military caregiver leave	N/A	N/A	Spouse, child, parent (includes step-parent), in loco parentis.
Uniformed Services Employment and Reemployment Rights Act (USERRA)	Runs concurrently with applicable state leave and pay laws	Leave	1 employee (US)	All employees in qualified USERRA service	Yes	24 months. If the period of service is less than 31 days, the employee cannot be required to pay more than his/her normal share of any premium. If service exceeds 31 days, the employee may be required to pay up to 102% of the full premium.	5 years Military Service (employee's own service)	N/A	N/A	N/A

*Generally where an employee is eligible for more than one state/federal leave and/or leave pay benefit, those laws are tracked and run concurrently together.

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Larkin Alabama - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Adoption Promotion Act (APA)	<p>Leave Laws - the APA will run concurrently with federal FMLA (for parental leave reasons).</p> <p>Pay Laws - N/A</p>	Leave and Pay	50 or more employees (US) in a 75-mile radius	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave	Yes	Yes	12 weeks Pregnancy disability (following the child's birth)/Parental Leave	If you provide leave pay/salary continuation for biological parents, we recommend providing the same for adoptive parents. However, see below for the specific details of the law.	N/A	N/A

If employer provides paid leave to an employee for parental leave for biological parents, they must provide the lesser of either equivalent paid leave or two-weeks paid leave to an employee for the care of a child placed with the employee for adoption.

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Larkin California - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
California Family Rights Act (CFRA)	<p>Leave Laws - CFRA runs concurrently with federal FMLA.</p> <p>Pay Laws - CFRA runs concurrently with CA PFL for family leave reasons. CFRA runs concurrently with CA SDI for medical leaves.</p>	Leave	5 employees (US)	<p>12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave</p> <p><i>For Bereavement: 30 days of employment.</i></p>	Yes	Yes	<p>12 weeks Medical, family care, parental, and military exigency leave.</p> <p>Pregnancy disability is excluded - see Pregnancy Disability Leave (PDL)</p> <p>5 days (in addition to the 12 weeks of other leave types) Bereavement</p>	N/A	N/A	Spouse, child, parent, parent-in-law, person in loco parentis, grandparent, grandchild, sibling, domestic partner, any individual related by blood or whose association with the employee is the equivalent of a family relationship (effective 1/1/23)*
Pregnancy Disability Leave (PDL)	<p>Leave Laws - PDL runs concurrently with federal FMLA.</p> <p>Pay Laws - PDL runs concurrently with CA SDI.</p>	Leave	5 employees (US)	No requirements.	Yes	Yes	<p>4 months (17.33 weeks) Pregnancy disability leave per pregnancy.</p>	N/A	N/A	N/A
San Francisco Paid Parental Leave Ordinance (SF PPLO) - parental leave pay	<p>Leave Laws - SF PPLO runs concurrently with CFRA and federal FMLA.</p> <p>Pay Laws - SF PPLO runs concurrently with CA PFL (parental claims).</p>	Pay (Employer Paid)	20 employees (Global)	SF employees (working 40% of their weekly hours in the City) & 180 days of employment with current employer. Further, the employee must also perform at least 8 hours of work per week in the City and be eligible for PFL benefits for bonding with a new child.	N/A	N/A	<p>8 weeks Parental leave pay benefits.</p>	100% of pay, up to \$2,700 per week (2023). Reduced by CA PFL (see below).	No waiting period	N/A

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San Francisco Military Leave Pay Protection Act (SF MLPPA) - military leave pay	Leave Laws - federal USERRA Pay Laws - N/A	Pay (Employer Paid)	100 employees (Global)	Must work within the geographic boundaries of San Francisco and are a member of the reserve corps of the United States Armed Forces, National Guard, or other uniformed service of the United States (Includes part-time and temporary employees).	N/A	N/A	30 days (per calendar year) Military leave pay benefits.	The difference between the employee's gross military pay and the gross pay the employee would have accrued if working their regular schedule.	No waiting period	N/A
State Paid Family Leave (PFL)	Leave Laws - CA PFL runs concurrently with CFRA and federal FMLA. Pay Laws - CA PFL runs concurrently with SF PPLO (parental claims).	Pay	1 employee (CA)	Must have earned \$300 during the base period with any CA employer(s) (approximately 5-18 months prior to disability).	N/A	N/A	8 weeks Family care, parental, and military exigency leave benefits.	60% of earnings (defined by the state), up to \$1,620 per week benefit in 2023. For claims beginning 01/01/24; the maximum benefit amount is up to \$1,620 per week.	No waiting period	Spouse, child (including whom the employee stands in loco parentis), parent, parent-in-law, grandparent, grandchild, sibling, domestic partner.
State Disability Insurance (SDI)	Leave Laws - SDI runs concurrently with CFRA. SDI runs concurrently with PDL. Pay Laws - N/A	Pay	1 employee (CA)	Must have earned \$300 during the base period with any CA employer(s) (approximately 5-18 months prior to disability).	N/A	N/A	52 weeks Medical (including pregnancy disability) benefits.	60% of earnings (defined by the state), up to \$1,620 per week benefit in 2023. For claims beginning 01/01/24; the maximum benefit amount is up to \$1,620 per week.	1 week waiting period	N/A

* CFRA defines a "Designated Person" as a family member - any individual related by blood or whose association with the employee is the equivalent of a family relationship. Employers may limit an employee to one designated person per 12-month period.

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Larkin Colorado - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Colorado Family Care Act (CO FCA)	<p>Leave Laws - CO FCA will not run concurrently with federal FMLA.</p> <p>Pay Laws - CO FCA will run concurrently with FAML I (when caring for a domestic partner)</p>	Leave	50 or more employees (US) in a 75-mile radius	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave	Yes	Yes	12 weeks Family care	N/A	N/A	Domestic and Civil Union Partner
Colorado Family and Medical Leave Insurance Act (CO FAML I)	<p>Leave Laws - CO FAML I will run concurrently with FMLA</p> <p>Pay Laws - N/A</p>	Leave and Pay	1 employee (CO)	<p>\$2,500 earned the first four of the last five completed calendar quarters with any CO employer(s) immediately preceding the first day of the employee's benefit year. Most, if not all, work performed must be in the state of CO.</p> <p>Job protected leave - 180 days of employment with current employer.</p>	Yes - see "Employee Eligibility"	Yes	<p>12 weeks (Additional 4 weeks if an employee experiences pregnancy complications)</p> <p>Parental, family care, medical(including pregnancy disability), military exigency, and safe leave.</p>	Approximately 90% of average weekly wage, up to \$1,100 (2024)	N/A	Grandparent, grandchild or sibling (whether a biological, foster, adoptive or step relationship) of the individual or individual's spouse or domestic partner; or any other individual with whom the covered individual has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship.

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Larkin Connecticut - State Leave and Pay Summary Table										
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Connecticut Family and Medical Leave Act (CTFMLA)	<p>Leave Laws - CTFMLA runs concurrently with federal FMLA. CTFMLA runs concurrently with FEPA.</p> <p>Pay Laws - CTFMLA runs concurrently with CTPL.</p>	Leave	1 employee (CT)	3 months of employment with current employer (no hours worked requirement)	Yes	N/A	<p>12 weeks (Up to 2 additional weeks for incapacity during pregnancy, before the child is born)</p> <p>Parental, family care, medical (including pregnancy disability), organ or bone marrow donor, and military exigency leave.</p> <p>26 weeks Military caregiver leave</p>	N/A	N/A	Spouse, sibling, son or daughter, grandparent, grandchild or parent, or an individual related to the employee by blood or affinity whose close association the employee shows to be the equivalent of those family relationships.
Connecticut Fair Employment Practices Act (FEPA) - pregnancy disability leave	<p>Leave Laws - FEPA runs concurrently with federal FMLA. FEPA runs concurrently with CTFMLA.</p> <p>Pay Laws - FEPA runs concurrently with CTPL.</p>	Leave	3 employees (CT)	No requirements.	Yes	No - must continue if continued for other medical (non-pregnancy related) leaves	Pregnancy Disability Leave (No duration maximum)	N/A	N/A	N/A
CT Paid Leave (CTPL)	<p>Leave Laws - CTPL runs concurrently with federal FMLA. CTPL runs concurrently with CTFMLA. CTPL runs concurrently with FEPA.</p> <p>Pay Laws - N/A</p>	Pay	1 employee (CT)	Must have earned \$2,325 in the highest-earning quarter of the first four of the five most recently completed quarters (the "base period").	N/A	N/A	<p>12 weeks (Up to 2 additional weeks for incapacity during pregnancy, before the child is born)</p> <p>Parental, family care leave, medical leave (including pregnancy disability) and organ or bone marrow donor, military exigency. Family violence leave (12 days).</p>	<p>Up to 95% of average weekly wage.</p> <p>The maximum weekly benefit as of 06/01/23 is \$900.</p> <p>For claims beginning 01/01/24: The maximum benefit amount is up to \$941.40 per week.</p>	N/A	Spouse, sibling, son or daughter, grandparent, grandchild or parent, or an individual related to the employee by blood or affinity whose close association the employee shows to be the equivalent of those family relationships.

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Larkin District of Columbia - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
D.C Family and Medical Leave Act (DCMLA)	<p>Leave Laws - DCFMLA runs concurrently with federal FMLA.</p> <p>Pay Laws - DCFMLA runs concurrently with DC PFL.</p>	Leave	20 employees (DC)	12 months of employment with current employer, 1,000 hours worked in the 12 months preceding the leave	Yes	Yes	16 weeks (within a 24-month period) Medical (including pregnancy disability) AND parental/family care leave (E.g., may take 32 weeks total for family and medical).	N/A	N/A	(1) a person related by blood, legal custody, or marriage; (2) a child who lives with an employee and for whom the employee permanently assumes and discharges parental responsibility; or (3) a person with whom the employee shares or has shared, within the past year, a mutual residence and with whom the employee maintains a committed relationship
D.C Paid Family Leave (PFL)	<p>Leave Laws - DCFMLA runs concurrently with federal FMLA.</p> <p>Pay Laws - DCFMLA runs concurrently with DC PFL.</p>	Pay	1 employee (DC)	DC PFL must generally have earned wages in the last 5 quarters with any DC employer(s) and be presently "localized" in DC.	N/A	N/A	<p>2 weeks Prenatal medical care (pregnancy)</p> <p>12 weeks Medical leave (including pregnancy disability)</p> <p>12 weeks Family care leave</p> <p>12 weeks Parental leave</p> <p>Combined claim year usage - 12 weeks or 14 weeks with prenatal leave (i.e. prenatal leave is up to an additional 2 weeks).</p>	For claims prior to 10/01/23: Up to 90% of average weekly wage, up to \$1,049 per week. For claims beginning 10/01/23: The maximum benefit amount is up to \$1,118 per week.	N/A	Parent and child (including Stepparent/child and Parent/child-in-law), Grandparent (by blood, adoption/foster and marriage e.g. step grandparents are also included), Spouse, Domestic Partner, Legal Guardian, Sibling (half, step, adopted and foster, sibling-in-law).

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Larkin Delaware - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Family and Medical Leave Insurance Program (DE PFML)	<p>Leave Laws - DE PFML will run concurrently with federal FMLA, once the DE PFML program is live.</p> <p>Pay Laws - N/A</p>	Leave and Pay	<p>10-24 employees (DE) - parental leave only.</p> <p>25+ employees (DE) - parental AND family/medical leave.</p>	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave.	Yes	Yes	<p>12 weeks Parental Leave</p> <p>6 weeks (in any 24-month period). Medical (including pregnancy disability), family care leave, military exigency</p>	Up to 80% of average weekly wage, up to \$900 per week (2026).	N/A	Spouse, child, parent (includes step-parent).

*Upcoming law (not active) - final details of the DE PFML are pending. Contributions to the program are expected to begin January 2025, the law and it's associated benefits become available to employees effective January 2026.


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Larkin Hawaii - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Hawaii Family Leave Law (HFLL)	Leave Laws - HI FLL runs concurrently with federal FMLA. Pay Laws - N/A	Leave	100 or more employees (HI)	6 months of service with current employer.	Yes	Yes	4 weeks Parental/family care leave.	N/A	N/A	Child, parent, grandparent, grandchild, sibling (including stepsiblings), stepparent, spouse, reciprocal beneficiary, parent-in-law, or grandparent-in-law.
Hawaii Temporary Disability Insurance (TDI)	Leave Laws - HI TDI runs concurrently with federal FMLA. Pay Laws - N/A	Pay	1 employee (HI)	Employee must have worked for a covered Hawaii employer for at least 14 weeks, been paid for 20+ hours in each week and earned wages of at least \$400 during the 52 weeks immediately preceding the first day of disability. Note: the 14 weeks need not be consecutive nor with only one employer.	N/A	N/A	26 weeks Medical (including pregnancy disability)	58% of average weekly wage, up to \$765 per week (2023). For claims beginning 01/01/24; the maximum benefit amount is up to \$798 per week.	1 week waiting period	N/A


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 Florida - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Miami-Dade Family Leave Ordinance (DAD-FLO)	Runs concurrently with applicable state leave and pay laws	Leave	50 or more employees (US) in a 75-mile radius	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave	Yes	Yes	12 weeks Medical (including pregnancy disability), family care, parental bonding (inc foster/adoption), and military exigency leave 26 weeks Military caregiver leave	N/A	N/A	Spouse, child, parent (includes step-parent), grandparent, in loco parentis.

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 Louisiana - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Louisiana Pregnancy Disability Law (LAPDL)	Leave Laws - LAPDL runs concurrently with federal FMLA. Pay Laws - N/A	Leave	25 or more employees (LA)	No requirements.	Yes	No - must continue if continued for other medical (non-pregnancy related) leaves	4 months (17.33 weeks) Pregnancy disability leave	N/A	N/A	N/A

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 Maine - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Maine Family and Medical Leave Act (MEFMLA)	<p>Leave Laws - MEFMLA runs concurrently with federal FMLA and ME PFML*.</p> <p>Pay Laws - N/A</p>	Leave	15 or more employees (ME - one worksite)	12 months of service with current employer (no hours worked requirement)	Yes	Yes	10 weeks (within a 24-month period) Parental, medical (Incl organ donation and pregnancy disability), family care leave.	N/A	N/A	Child, domestic partner's child, parent, domestic partner, sibling who is jointly responsible with the employee for each other's common welfare, spouse, grandchild, or domestic partner's grandchild.
Maine Paid Family and Medical Leave (MEPFML)*	<p>Leave Laws - *MEPFML runs concurrently with MEFMLA and federal FMLA.</p>	Leave and pay	1 employee	Earned at least six times the state average weekly wage (\$1,103.71 in 2023) in the first four calendar quarters immediately preceding the first day of an individual's benefit year	Yes - Must have been employed for at least 120 days prior to taking leave	Yes	<p>12 weeks (combined) Pregnancy Disability, Medical, Organ donation</p> <p>12 weeks (combined) Parental, Family Care, Qualifying exigency, Safety, Bereavement (for certain family members in the military: spouse, domestic partner, parent, sibling or child)</p> <p>12 weeks total between all leave types.</p>	90% of an employee's wages that is equal to or less than 50% of Maine's average weekly wage (currently \$1,103.71 in 2023). If the portion of the covered individual's average weekly rate is more than 50%, the state average weekly wage is replaced at 66% up to the weekly maximum benefit	1 week waiting period	Biological, foster, step, or adopted child (regardless of age); grandparent; grandchild; sibling; spouse or domestic partner; or an individual with whom the covered individual has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship


*Upcoming law (not active) - final details of the ME PFML law are pending. Contributions to the program are expected to begin January 2025, the law and its associated benefits become available to employees effective January 1, 2026. Previously, the effective date was scheduled for May 1, 2026.

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 Maryland - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Maryland Parental Leave Act (MDPLA)	<p>Leave Laws - MDPLA runs concurrently with federal FMLA</p> <p>Pay Laws - Whether the MDPLA will run concurrently with the MD FMLI (leave and pay law) is not yet clear within the FMLI law (we will provide clarity on this once confirmed)</p>	Leave	15 or more employees within 75 miles, but not more than 49 employees (MD)	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave	Yes	Yes	6 Weeks Pregnancy disability/childbirth and Parental leave	N/A	N/A	N/A
Family and Medical Leave Insurance Program (MD FMLI)*	<p>Leave Laws - MD FMLI will run concurrently with federal FMLA, once the MD FMLI program is live. Whether the MD FMLI will run concurrently with MDPLA is not yet clear within the FMLI law (we will provide clarity on this once confirmed).</p> <p>Pay Laws - N/A</p>	Leave and Pay	1 employee (MD)	Employee has worked 680 hours in Maryland with any MD employer (s) in the 12 months preceding the leave	Yes	Yes	<p>Up to 12 Weeks Parental, family care, medical(including pregnancy disability), to care for a service member, and military exigency leave. 12 weeks If an employee requires medical and parental leave in the same year. A birthing parent, for example, who is disabled due to their pregnancy could receive up to 12 weeks of medical leave and have an additional 12 weeks to bond with their child.</p>	Up to 90% of average weekly wage, up to \$1000 per week (2024).	N/A	Spouse, domestic Partner, child (incl. step child, in loco parentis), parent (incl. step-parent, in loco parentis), parent-in-law (incl. stepparent of their spouse and an individual who acted as a parent to their spouse i.e., in loco parentis), grandparent (incl. step-grandparent), grandchild, or sibling of the covered employee. Additionally, next of kin (care of a service member)

*Upcoming law (not active) - final details of the MD FMLI law are pending. Contributions to the program are expected to begin July 1, 2025, the law and it's associated benefits become available to employees effective July 1, 2026. Previously, the effective dates were scheduled for October 1, 2024, and January 1, 2026, respectively.

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 Massachusetts - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
MA Parental Leave Act (MPLA)	<p>Leave Laws - MPLA runs concurrently with federal FMLA.</p> <p>Pay Laws - MPLA runs concurrently with MA PFML (leave and pay law).</p>	Leave	6 employees (MA)	3 consecutive months as a fulltime employee with current employer, or less (if employer's probationary period is shorter)	Yes	Yes	8 weeks per child Pregnancy disability/childbirth and parental leave.	N/A	N/A	N/A
MA Paid Family and Medical Leave (PFML)	<p>Leave Laws - MA PFML runs concurrently with federal FMLA. MA PFML runs concurrently with MPLA.</p> <p>Pay Laws - N/A.</p>	Leave and Pay	1 employee (MA)	Total earnings of 30 times the weekly PFML benefit amount, and earned at least the amount calculated annually by the MA Department of Unemployment Assistance. Employees may qualify for leave/benefits based on earnings from any MA employer(s) during the base period (the last 4 completed quarters).	Yes	Yes	<p>12 weeks (combined) Family leave (parental, family care, military exigency) .</p> <p>20 weeks Medical (including pregnancy disability)</p> <p>26 weeks Military Caregiver</p> <p>26 weeks total between all leave types.</p>	<p>Up to 80% of average weekly wage, up to \$1,129.82 per week (2023).</p> <p>For claims beginning 01/01/24; the maximum benefit amount is up to \$1,149.90 per week.</p>	1 week waiting period (per claim)	Spouse, domestic partner, child (including step child, in loco parentis), domestic partners child, parent (including step-parent or parent's domestic partner, in loco parentis), employee's spouse or domestic partner's parent, grandchild (step-grandchildren, domestic partner's grandchild in loco parentis), grandparents (step-grandparents, grandparent's domestic partner, in loco parentis), siblings and step siblings.

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Minnesota Pregnancy and Parental Leave Act (MPPL)	Leave Laws - MPPL runs concurrently with MN PFML federal FMLA.	Leave	21 or more employees at one site.	12 months of service with current employer (not necessarily consecutive), average hours per week	Yes	Yes	12 weeks Pregnancy Disability and Parental	N/A	N/A	N/A
	Pay Laws - MN PFML			(Effective 7/1/23) 1 employee (US) (Effective 7/1/23) No requirements.						
Minnesota Paid Family and Medical Leave (MN PFML)*	Leave Laws - MN PFML runs concurrently with MPPL and federal FMLA.	Leave and pay	1 employee	Earned at least 5.3% of the state average annual wage, rounded down to the next lower \$100 (\$3,500 in 2023) during the base period, the last 4 completed quarters before the employee's application for benefits.	Yes	Yes	12 weeks (combined) Pregnancy Disability, Medical 12 weeks (combined) Parental, Family Care, Qualifying exigency, Safety 20 weeks total between all leave types.	TBD*	1 week waiting period	Spouse or domestic partner; sibling; grandchild; grandparent or spouse's grandparent; son- or daughter-in-law; child (biological, adopted, or foster child, stepchild, standing in loco parentis, legal guardian, or de facto parent); parent or legal guardian of the applicant (including biological, adoptive, de facto, foster, or step-parent, in loco parentis to the applicant when the applicant was a child); and an individual who has a relationship with the applicant that creates an expectation and reliance that the applicant care for the individual, whether or not the applicant and the individual reside together.

*Upcoming law (not active) - final details of the MN PFML law are pending. Contributions to the program are expected to begin January 1, 2026, the law and it's associated benefits become available to employees effective January 1, 2026.

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 New Hampshire - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
New Hampshire Law Against Discrimination (NH-LAD)	<p>Leave Laws - NHLAD runs concurrently with federal FMLA.</p> <p>Pay Laws - NHLAD will run concurrently with NH PFML(leave and pay law).</p>	Leave	6 employees (US)	No requirements.	Yes	No - must continue if continued for other medical (non-pregnancy related) leaves	Pregnancy disability leave - no duration maximum (as certified by a medical provider).	N/A	N/A	N/A
New Hampshire Paid Family and Medical Leave (NH PFML)	<p>Leave Laws - NH PFML runs concurrently with federal FMLA and NHLAD.</p> <p>Pay Laws - N/A</p>	Pay	Private employers with 1 employee (US) who voluntarily opt into the PFML program OR private employees who have individually opted into the program.	No specific requirements. Employees must be enrolled individually or via their company*	No, based on guidance we have received from the state. Please consult your counsel if you have questions.	No, based on guidance we have received from the state. Please consult your counsel if you have questions.	6 weeks (or 12 weeks - if the employer wishes). Parental, family care, medical(including pregnancy disability and organ/tissue donation), injured service member, military exigency leave.	60% of average weekly wage, up to the Social Security cap (\$1,848.46 in 2023, increasing to \$1,945.38 in 2024)	1 week.	Child, parent, stepparent, legal guardian of the child or the child's spouse or domestic partner, grandparent or step grandparent, spouse or domestic partner.

*Note: Employers may opt into the NH PFML program, and individual employees may also opt-in. Employers must have a physical office location in NH, for employers/employees to opt in. Further, if employers choose to opt-into the program, they may choose either 6 or 12 weeks of NH PFML.

There is no employee eligibility criteria if the employer opts into NH PFML. If an individual employee opts into NH PFML, they must wait 7 months until they are eligible for benefits under the program. Once eligible, they are considered eligible for the program thereafter.

We suggest you review the "At a glance" on the New Hampshire state page, if you have questions.

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 New Jersey - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
New Jersey Family Leave Act (NJ FLA)	<p>Leave Laws - NJ FLA runs concurrently with federal FMLA.</p> <p>Pay Laws - NJ FLA runs concurrently with FLI.</p>	Leave	30 employees (Global)	12 months of employment with current employer, 1,000 hours worked in the 12 months preceding the leave	Yes	Yes	<p>12 weeks (within a 24-month period)</p> <p>Parental and family care leave (including when the family member is sick, or is isolating/quarantining, or child's school/childcare provider is closed due to a public health emergency).</p> <p>NJ has no job protected leave law for medical leave, only family leaves.</p>	N/A	N/A	Parent (including step-parent), spouse, child (including step-child), parents-in-law, siblings, grandparents, grandchildren, domestic partners, civil union partners, any other individuals related by blood, or with whom is the equivalent of a family relationship.
New Jersey Family Leave Insurance (NJ FLI)	<p>Leave Laws - NJ FLI runs concurrently with federal FMLA. NJ FLI runs concurrently with NJ FLA.</p> <p>Pay Laws - N/A</p>	Pay	1 employee (NJ)	<p>Employee must have worked 20 weeks earning at least \$260 weekly in NJ for any employer(s) or have earned a combined total of \$13,000 in the base year.</p> <p><i>(Effective 1/1/24) An employee must have worked 20 weeks earning at least \$283 weekly or have a combined total of \$14,200 in the base year.</i></p>	N/A	N/A	<p>Up to 12 weeks (or 8 weeks i.e. 56 days for intermittent leave)</p> <p>Parental and family care leave (including when the family member is sick, or is isolating/quarantining, or child's school/childcare provider is closed due to a public health emergency).</p>	<p>85% of average weekly wage, up to \$1,025 per week (2023)</p> <p><i>For claims beginning 01/01/24; the maximum benefit amount is up to \$1,055 per week.</i></p>	N/A	Parent (including step-parent), spouse, child (including step-child), parents-in-law, siblings, grandparents, grandchildren, domestic partners, civil union partners, any other individuals related by blood, or with whom is the equivalent of a family relationship.
New Jersey Temporary Disability Insurance (TDI)	<p>Leave Laws - NJ TDI runs concurrently with federal FMLA.</p> <p>Pay Laws - N/A</p>	Pay	1 employee (NJ)	<p>Employee must have worked 20 weeks earning at least \$260 weekly in NJ for any employer(s) or have earned a combined total of \$13,000 in the base year.</p> <p><i>(Effective 1/1/24) An employee must have worked 20 weeks earning at least \$283 weekly or have a combined total of \$14,200 in the base year.</i></p>	<p>N/A</p> <p><i>Exception: Organ and Bone Marrow donation</i></p>	N/A	<p>26 weeks (per disability)</p> <p>Medical (including pregnancy disability and when the employee is unable to work due to illness/diagnosis or suspected of exposure to a communicable disease during a public health emergency)</p>	<p>85% of average weekly wage, up to \$1,025 per week (2023)</p> <p><i>For claims beginning 01/01/24; the maximum benefit amount is up to \$1,055 per week.</i></p>	1 week waiting period (waived for continuous leaves of 22 days or more)	N/A

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Larkin New York - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
New York Paid Family Leave (NY PFL)	<p>Leave Laws - NY PFL runs concurrently with federal FMLA.</p> <p>Pay Laws - N/A</p>	Leave and Pay	1 employee (NY)	26 weeks of NY employment with current employer or 175 days for part-time (<20 hours per week) employees.	Yes	Yes	<p>12 weeks</p> <p>Parental, family care, and military exigency leave.</p>	<p>67% of average weekly wage, up to \$1,131.08 per week (2023).</p> <p>For claims beginning 01/01/24; the maximum benefit amount is up to \$1,151.16 per week.</p>	N/A	Spouse, registered and unregistered domestic partner, child/stepchild, parent-in-law, grandchild, parent/stepparent, grandparent, biological or adopted siblings, half-siblings and step siblings.
New York Disability Benefits Law (NY DBL)	<p>Leave Laws - NY DBL runs concurrently with federal FMLA.</p> <p>Pay Laws - N/A</p>	Pay*	1 employee (NY)	Full-time employees with 4 weeks of NY employment with current employer. Part-time employees on 25th day of employment. Those full or part time employees joining from another NY employer may qualify for NY DBL immediately.	N/A	N/A	<p>26 weeks</p> <p>Medical (including pregnancy disability)</p>	50% of average weekly wage, up to \$170 per week.	1 week waiting period	N/A


* NY does not have a job protected leave law for medical leave, only family leaves. Note: Combined disability and paid family leave cannot exceed 26 weeks total in any 52-week period.

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Larkin Oregon - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Oregon Family Leave Act (OFLA)	<p>Leave Laws - OFLA runs concurrently with federal FMLA.</p> <p>Pay Laws - OFLA will run concurrently with OR PLO.</p> <p>Effective 07/01/24, OFLA will no longer run concurrently with PLO.</p>	Leave	25 or more employees (OR)	<p>180 calendar days of employment with current employer immediately preceding the date of leave, employee must have worked average of 25 hours per week during those 180 days (Parental leaves do not have the weekly hours requirement)</p> <p>Effective 03/02/24, an employee's average hours of work per week must count any hours of protected leave taken, including OFLA leave.</p>	Yes	Yes	<p>12 weeks Pregnancy disability leave</p> <p>Effective 03/02/24, includes pregnancy termination and fertility or infertility treatments</p> <p>12 weeks Parental leave, medical (including organ/tissue donation), family care, bereavement (2 weeks max per family member), Military Family Leave Act e.g., military exigency (2 weeks per deployment), sick child (12 weeks additional leave - if taken during first year of baby's birth and parental leave is exhausted). Leave to care for a child due to child's school closure resulting from public health emergency.</p> <p>Employees capped at a combined amount of leave under PLO and OFLA of not more than 16 weeks of leave (or 18 weeks for certain pregnancy related conditions) - based on current state guidance.</p> <p>Effective 07/01/24, OFLA will no longer cover parental, family care, or medical leave (with the exception of pregnancy disability). Bereavement will be reduced from 12 weeks to 4 week maximum. Sick child leave will include care for a child suffering from an illness, injury, or condition that is not a serious health condition, but still requires home care.</p> <p>Effective 07/01/24 through 12/31/24, PLO will include leave to effectuate the legal process required for placement of a foster child or adoption.</p>	N/A	N/A	Spouse or domestic partner; child (including adoptive or foster); parent (including adoptive, step, current or former foster, legal guardian, in-law, and in loco parentis); sibling (including step); grandparent; grandchild; and any individual related by blood or affinity whose close association is the equivalent of a family relationship. Additionally, the spouse or domestic partner of the employee's child, parent, sibling (including step), grandparent, or grandchild

Larkin Oregon - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Paid Leave Oregon (PLO)	<p>Leave Laws - OR PLO runs concurrently with federal FMLA and the OFLA.</p> <p>Pay Laws - N/A</p> <p>Effective 07/01/24, PLO will no longer run concurrently with OFLA.</p>	Leave and Pay	1 employee (OR)	<p>Earns \$1,000 or more in wages with any OR employer(s) during the base year prior to the leave.</p> <p>Job protected leave - 90 calendar days of employment with current employer immediately preceding the date of leave.</p>	Yes - see "Employee Eligibility"	Yes - Only if under job protected leave. See "Employee Eligibility"	<p>12 weeks of paid leave (up to 2 additional weeks if pregnancy-related disability)</p> <p>Parental, family care, medical (including pregnancy disability), and safe leave.</p> <p>Effective 01/01/25, PLO will include leave to effectuate the legal process required for placement of a foster child or adoption.</p>	Up to 65% of average weekly wage, up to \$1,523.63 per week (09/2023 through 06/2024).	N/A	Spouse or domestic partner, child (including children in-law), parent (including parent in-law), sibling, grandparent/child (including in-laws), any individual related by blood or affinity who is the equivalent of a family relationship (*all of these are equally applicable to step and domestic partner relations).


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 Puerto Rico - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise)	Pay Benefit	Waiting Period	Family Members (family care leave)
Temporary Non-occupational Insurance Program (SINOT)	<p>Leave Laws - SINOT runs concurrently with federal FMLA.</p> <p>Pay Laws - SINOT and WMPA do not typically run concurrently. Mothers who are disabled due to pregnancy and require more time to recover beyond their allowance under the WMPA, may apply for paid leave under SINOT.</p>	Leave and Pay	1 employee (PR)	Earned \$150.00 in insured employment (in PR for any employer) during their base year.	Yes*	N/A	26 weeks Medical (including pregnancy disability - once WMPA exhausts)	Up to 65% of average weekly wage, up to \$113 per week, or \$55 for agricultural workers (2022).	1 week waiting period. No waiting period if hospitalized.	N/A
Working Mother's Protection Act (WMPA)	<p>Leave Laws - WMPA runs concurrently with federal FMLA.</p> <p>Pay Laws - see SINOT above.</p>	Leave and Pay (Employer Paid)	1 employee (PR)	No requirements.	Yes	N/A	<p>8 weeks per pregnancy Pregnancy/bonding leave</p> <p>8 weeks Adoption leave - child 5 years old and younger (females only) per adoption</p> <p>5 weeks Adoption leave - child >5 years old (females only) per adoption</p>	100% of pay	N/A	N/A

*An employee may be reinstated if returning within a 12-month period from the date of commencement of the disability or within a six-month period (equivalent to 180 days) if the employer has 15 or less employees at the time of the disability, and within 15 days from the termination of the disability. (2) at the time of the request, the employee is mentally and physically able to perform his/her duties; and (3) the employee's job has not been eliminated at the time of the request. The job is deemed existing if occupied by another employee or if reopened and filled by another person within 30 days following the date of the reinstatement request.

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Larkin Rhode Island - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise)	Pay Benefit	Waiting Period	Family Members (family care leave)
Rhode Island Parental and Family Medical Leave Act (RIPFMLA)	<p>Leave Laws - RIPFMLA runs concurrently with federal FMLA.</p> <p>Pay Laws - RIPFMLA runs concurrently with RI TCI (leave and pay law) and TDI.</p>	Leave	50 or more employees (US)	Full-time employee who works 30 or more hours per week who has 12 months of employment with their current employer.	Yes	Yes	13 consecutive weeks (within a 24-month period): Medical (including pregnancy disability), family care and parental	N/A	N/A	Parent, spouse, child, mother-in-law, father-in-law.
Rhode Island Temporary Caregiver Insurance (TCI)	<p>Leave Laws - RI TCI runs concurrently with federal FMLA. RI TCI runs concurrently with RIPFMLA.</p> <p>Pay Laws - N/A</p>	Leave and Pay	1 employee (RI)	\$15,600 in base period wages with any RI employer(s); or \$2,600 in one of the base period quarters and total base period wages of at least 1.5 times the highest quarter earnings, and total base period earnings of at least \$5,200.	Yes	Yes	5 weeks (6 weeks effective 2023) Family care and parental	<p>4.62% of wages in highest earning quarter of the base period, up to \$1,007 per week. Maximum benefit amount is increased by 7% for each dependent child (Max 5) Maximum weekly benefit with 5 dependents is \$1,359</p> <p>For claims beginning 07/01/23; the maximum benefit amount is up to \$1,043 per week. Additionally, the maximum weekly benefit for those with 5 dependents is \$1,408.</p>	N/A. However, employees need to be out for at least 7 consecutive days (and then will be eligible to receive pay from day 1 of their leave).	Child, parent, spouse, domestic partner, parent-in-law, or grandparent

 Rhode Island - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise)	Pay Benefit	Waiting Period	Family Members (family care leave)
Rhode Island Temporary Disability Insurance (TDI)	<p>Leave Laws - RI TDI runs concurrently with federal FMLA. RI TDI runs concurrently with RIPFMLA.</p> <p>Pay Laws - N/A</p>	Pay	1 employee (RI)	\$15,600 in base period wages with any RI employer(s); or \$2,600 in one of the base period quarters and total base period wages of at least 1.5 times the highest quarter earnings, and total base period earnings of at least \$5,200.	N/A	N/A	<p>30 weeks Medical (including pregnancy disability)</p>	<p>4.62% of wages in highest earning quarter of the base period, up to \$1,007 per week. Maximum benefit amount is increased by 7% for each dependent child (Max 5). Maximum weekly benefit with 5 dependents is \$1,359</p> <p><i>For claims beginning 07/01/23; the maximum benefit amount is up to \$1,043 per week. Additionally, the maximum weekly benefit for those with 5 dependents is \$1,408.</i></p>	N/A. However, employees need to be out for at least 7 consecutive days (and then will be eligible to receive pay from day 1 of their leave)	N/A

*RI does not have a job protected leave law for medical leave, only family leaves. Note: Combined disability and caregiver benefits cannot exceed 30 weeks total in any 52-week period.

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Larkin Tennessee - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Tennessee Maternity Leave law (includes non-birthing parents)	Leave Laws -TNMLA runs concurrently with federal FMLA. Pay Laws - N/A	Leave	100 full-time employee (TN - one worksite)	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave	Yes	Yes	4 months Pregnancy disability and parental leave (includes non-birthing parents).	N/A	N/A	N/A

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Larkin Vermont - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Vermont Parental and Family Leave Act (VPFLA)	<p>Leave Laws - VPFLA runs concurrently with federal FMLA.</p> <p>Pay Laws - VPFLA will run concurrently with VT FMLI, once this program is live.</p>	Leave	<p>10 or more employees (US) – parental leave</p> <p>15 or more employees (US) – family/medical leave</p>	12 months of employment with current employer. Employee works an average of 30 hours.	Yes	Yes	12 weeks Parental, family care, and medical leave (including pregnancy disability).	N/A	N/A	Child, stepchild, or ward who lives with the employee, foster child, parent, spouse, or parent of the employee's spouse.
Vermont Paid Family and Medical Leave Insurance (FMLI)*	<p>Leave Laws - VT FMLI will run concurrently with FMLA and VTPFLA, once the VT FMLI program is live.</p> <p>Pay Laws - N/A</p>	Pay	<p>Private employers with 2 or more employees who choose to opt into the program.</p> <p>OR</p> <p>Private employees who have individually opted into the program.</p>	<p>Their employer must be enrolled in the program* OR the EE must opt into the program</p> <p>*Employers are able to set eligibility requirements with their unique plan.</p>	No	No	6-26 weeks Parental, family care, medical(including pregnancy disability), injured service member, and military exigency leave.	60-70% of average weekly wage, not less than \$1,945.38 and up to \$2,500 (2024)	<p>Variations depending on employer plan (a short period of time, 7 calendar days, at the beginning of a leave that is unpaid)*</p> <p>*For employer plans that are 100% funded by employee contributions, a waiting period is required.</p>	Spouse, child, stepchild, foster child, ward who lives with the employee, parent or parent of the employee's spouse

*Upcoming law (not active) - final details of the VT FMLI are pending. The effective date for the program is 7/1/24.

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Larkin Washington - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Washington Paid Family and Medical Leave (PFML)	<p>Leave Laws - WA PFML runs concurrently with federal FMLA. WA PFML runs concurrently with WLAD.</p> <p>Pay Laws - N/A</p>	Leave and Pay	<p>Unprotected leave – 1 employee (WA)</p> <p>Protected leave – 50 employees (WA)</p>	<p>Unprotected Leave - employees has worked 820 hours in Washington State with any WA employer(s) during the first four of the last five completed calendar quarters</p> <p>Job protected leave – 1,250 hours worked with current employer, 12 months of service</p>	Yes, see "Employee Eligibility"	Yes, when leave overlaps with FMLA	<p>Medical leave: 12 weeks in a claim year (14 weeks if an employee experiences pregnancy complications).</p> <p>Family leave: 12 weeks in a claim year*</p> <p>Medical and family leave (combined claim year usage): 16 weeks (18 weeks with pregnancy complications).</p>	<p>Up to 90% of average weekly wage, up to \$1,427 per week (2023).</p> <p>For claims beginning 01/01/24; the maximum benefit amount is up to \$1,456 per week.</p>	<p>"Waiting week" is up to seven (7) days. Waiting week begins Sunday and ends the following Saturday and may be less than a full week. The waiting week applies only to family care leaves and medical leaves. The waiting week does not apply to medical leaves (i.e. pregnancy disability) taken upon the birth of a child.</p>	Spouses and domestic partners, children (biological, adopted, foster or stepchild), parents and legal guardians (or spouse's parents), siblings, grandchildren, grandparents (or spouse's grandparents), son-in-law and daughter-in-law. Also, where an employee lives with an individual who depends on the employee for care.
Washington Law Against Discrimination (WLAD)	<p>Leave Laws - WLAD runs concurrently with federal FMLA.</p> <p>Pay Laws - WLAD runs concurrently with WA PFML (leave and pay law).</p>	Leave	1 employee (WA)	No requirements.	Yes	No - must continue if continued for other medical (non-pregnancy related) leaves	Pregnancy disability leave - no duration maximum (as certified by a medical provider).	N/A	N/A	N/A

*Family leave - parental, family care leave, military exigency, and leave for the loss of a newborn or newly adopted child (within 7 days of the child's death).

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Larkin Wisconsin - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Wisconsin Family and Medical Leave Act (WI FMLA)	Leave Laws - WI FMLA runs concurrently with federal FMLA. Pay Laws - N/A	Leave	50 or more employees (US)	12 months of employment with current employer, 1,000 hours worked in the 12 months preceding the leave	Yes	Yes	6 weeks Parental leave 2 weeks Family care leave 2 weeks Medical Leave (including pregnancy disability)	N/A	N/A	Parent, spouse, child, domestic partner, or parent of domestic partner.

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